

PID 68/63
6 May 1963

*Superseded
by PID-72/63*

MEMORANDUM FOR: All PID Personnel

FROM: Chief, CIA/PID(WPIC)

SUBJECT: Departmental and National Responsibilities and
Designation of Key Personnel

1. CIA/PID photo intelligence personnel have the challenging and unique responsibility of serving in both the WPIC/PAC at the national level and in CIA/PID at the departmental level. To be able to serve in both areas will give each PI the opportunity to become a better PI than if he were limited to serving in only one of the areas. One of the greatest advantages the CIA photo interpreter will have will be the close working relationship between the PI and the many and varied professional all-source analysts from other areas of CIA.

2. Each of us will carry heavy responsibilities in whatever area we are assigned. In the national area the PI is responsible for responding to intelligence community requirements (CIA included); whereas, in the departmental area his responses are in direct support of Agency analysts from all fields of endeavor in CIA (WPIC included). Every effort must be made to effect the closest possible working relationships and exchange of data between the "national" PI and the "departmental" PI.

3. CIA/PID is charged with supporting fully the national effort and in maintaining a strong departmental capability second to none. Initial steps taken to effect both goals are as follows:

Designation of Key Personnel in CIA/PID and to WPIC/PAC

PID

PAC

25X1A

4. CIA/PID personnel will be input to PAG approximately as follows:

May 1963

(supplemented by Ad Hoc assignment to meet workload)

Sept 1963

(supplemented by Ad Hoc assignment to meet workload)

Jan 1964

TOTAL

Each July and January, starting with July 1964, up to [] CIA personnel may be rotated back to CIA/PID. Personnel wishing to extend tours in PAG will be given every consideration. A normal tour will be considered to be 18 months. Requests to transfer back to CIA/PID prior to completion of a full tour will also be given every consideration.

5. All CIA PI's will remain on the CIA/PID table of organization and administratively under their parent branch in CIA/PID. All personnel actions, e.g., performance ratings, promotions, etc., will be the responsibility of CIA supervisory personnel.

6. During the remainder of this week, [] have been delegated the task of working with CIA/PID Branch Chiefs in drawing up a list of [] other PI's (in addition to [] already named) to represent the first input to PAG from CIA/PID of []. The initial input must represent a cross-section of all PID branches and will vary from senior personnel to less experienced personnel. This division of work force must effect the best sharing of capabilities in order to build a strong PAG and to retain a strong departmental effort. Only in this way can both the national and departmental areas achieve the goals established. Only in this way can CIA/PID continue to develop the highest quality photo interpreter for both departmental and national work.

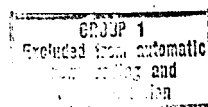
7. Your fullest cooperation and understanding is needed in enabling APIC and the CIA/PID to continue to make great strides forward in serving the nation in the exploitation of an extremely important and critical source of intelligence. Your performance in the past has been outstanding and I am sure you will continue to serve in the same commendable way in the future.

Distribution:

0 - []
1 to each staff and branch chief

CIA/PID []

(6 May) (2080)



14 May 1963

*Superseded by
PID - 72/63*

MEMORANDUM FOR THE RECORD

Subject: Designation of PID Personnel to PAG

1. To date the following PID personnel have been designated to key areas in PAG: Deputy Assistant for Photo Analysis. [redacted]

25X1A

25X1A

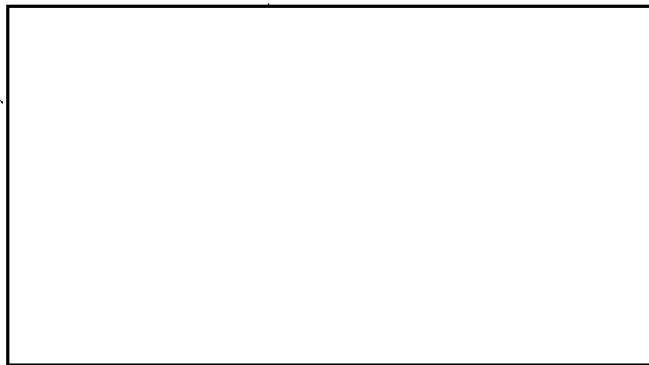
2. As discussed with the Assistant and Deputy Assistant for Photo Analysis, it is understood that of the six branches, DIA prefers to nominate personnel to serve as branch chiefs of MEB of STD, and WHB and USSR Branch of GMD, with CIA to nominate personnel to serve as chiefs of NEB and IB of STD, and FE branch of GMD. It is further understood that CIA personnel will serve as deputy chiefs to DIA personnel and vice-versa.

3. Therefore PID nominations for branch supervisory personnel are as follows: [redacted]

25X1A

25X1A

4. In addition to the key personnel named above the following additional IO(PAG)'s are designated for transfer to PAG by 20 May:



25X1A

5. In summary, a total of [redacted] PID personnel have been designated for transfer to PAG, representing [redacted] working PI's and [redacted] admin-type, i.e., [redacted] Of the [redacted] working PI's, [redacted] will be made available immediately; [redacted] being made available as soon as possible following their return to duty at [redacted]

25X1A 25X1A
25X1A 25X1A
25X1A
25X1A

25X1A

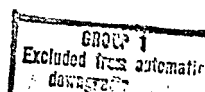
6. It is understood that PID is to supply [redacted] PI's by the close of FY 64 in addition to [redacted] With the immediate input of the [redacted] working PI's named above as of May 1963, it is understood that additional PID personnel would be assigned to national work on an ad hoc basis as workload dictates. By September 1963 it is anticipated that PID will have [redacted] additional PI's assigned to PAG totalling [redacted] working PI's and that ad hoc assignment of additional PID personnel will be made as dictated by national workload.

25X1A
25X1A
25X1A

25X1A

25X1A

SECRET



It is hoped that the total PID commitment of ☐ PI's may be reached by January 1964 or very soon thereafter.

25X1A

7. Each July and January starting with July 1964 up to ☐ CIA personnel may be rotated back to CIA/PID. A normal tour of duty with PAG will be considered to be 18 months. CIA/PID personnel wishing to extend tours in PAG will be given every consideration. Requests by CIA/PID personnel to transfer back to PID prior to completion of full tours will also be given every consideration.

25X1A



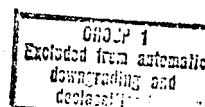
25X1A

Distribution:

0 - Exec Dir
1 - Ass't for PA
1 - ☐ + 3 thermo-faxs 25X1A
1 - PID Chrono

☐ CIA/PID(14 May 63)2080 25X1A

SECRET



SECRET

CIA/PID (NPIC) Approved Release 2002/06/14 : CIA-RDP81T00990R000100130002-7
 CIA/PID-72/63
 15 May 1963

Chief:	
D/CH	
MEMORANDUM FOR:	All PID Personnel
IPO FROM:	Chief, CIA/PID(NPIC)
ABCE SUBJECT:	Assignment of CIA/PID Personnel for Work in NPIC/PAG
GLB REFERENCE:	This memorandum supercedes the following CIA/PID memos: <u>CIA/PID-68/63</u> , dtd 6 May 63, "Departmental and National Responsibilities and Designation of Key Personnel" <u>CIA/PID-71/63</u> , dtd 14 May 63, "Designation of PID Personnel to PAG"
IB	
MFR	
SS	
SEC/PID	1. CIA/PID personnel assigned to PAG will serve a normal tour of twelve months at which time they will be subject to rotation back to CIA/PID. Personnel wishing to extend for another twelve-month tour will be given every consideration as well as anyone requesting transfer back to CIA/PID prior to completion of a normal tour. Provision also exists for transfer of CIA personnel back to PID upon the request of the Assistant for Photo Analysis in case of inadequate performance. A twelve-month tour will be dated from the time of assignment to PAG, and the question of rotation back to PID or extension of tour in PAG will be subject to review one month prior to the anniversary date of assignment to PAG.)

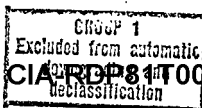
2. The primary difference between duty in PAG or duty in PID is the assignment to national or departmental work. It should be understood that PAG has no Table of Organization. Personnel assigned to PAG are administered by, and are carried on the T.O. of, their parent organization (i.e., DIA or CIA). The organizational structure of PAG is for delineating substantive responsibility and expediting NPIC response to national photographic intelligence requirements. Supervisory personnel of PAG are therefore free of the many time consuming normal administrative duties and can devote maximum effort to substantive PI production.

3. NPIC/PAG organization is given below with GS-grades (or military equivalents) indicated. It should be understood that no formal GS-grade structure (Table of Organization) exists for PAG, except that to which CIA or DIA personnel are assigned in their parent detachments. The indicated GS-grades are for planning purposes only in indicating grade or rank of CIA or DIA personnel to be assigned to the PAG area.

NPIC/PAG Organization

Assistant for Photo Analysis (GS-15/16)
 Dep. " " " (GS-15/16)

SECRET



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3. (con't)

NPIC/PAG Organization

I.P.O. (GS-14/15)

Dep. (GS-14/15)

Scientific-Tech. Div.

Chief (GS-14/15)

Dep. Ch (GS-14/15)

MEB

Chief (GS-13/14)

Dep. Ch. (GS-13/14)

NEB

Chief (GS-13/14)

Dep. Ch. (GS-13/14)

IB

Chief (GS-13/14)

Dep. Ch. (GS-13/14)

Geo-Military Division

Chief (GS-14/15)

Dep. Ch. (GS-14/15)

FEB

Chief (GS-13/14)

Dep. Ch. (GS-13/14)

WHB

Chief (GS-13/14)

Dep. Ch (GS-13/14)

USSRB

Chief (GS-13/14)

Dep Ch. (GS-13/14)

5. The first increment of PID personnel will report to PAG on 20 May 1963, and will consist of the following personnel:

PAG Assignment

25X1A

* Will report as soon as possible after their return to Washington.

5. (con't)

PERSONNEL

PAG ASSIGNMENT

--	--

25X1

25X1A 6. In summary, a total of [] PID personnel have been designated for
25X1A transfer to PAG, representing [] working PI's and [] admin-type, i.e.,
25X1A [] Of the 27 working PI's, [] will be made
available immediately; [] being made available
as soon as possible following their return to duty at []

25X1A
25X1A
25X1A
25X1A

25X1A 7. It is understood that PID is to supply [] PI's by the close
25X1A of FY 64 in addition to [] With the immediate
25X1A input of the [] working PI's named above as of May 1963, it is understood
that additional PID personnel would be assigned to national work on an
ad hoc basis as workload dictates. By September 1963, it is anticipated
25X1A that PID will have [] additional PI's assigned to PAG totalling []
working PI's and that ad hoc assignment of additional PID personnel
will be made as dictated by national workload.

25X1A
25X1A
25X1A

8. CIA/PID is charged with supporting fully the national effort
and in maintaining a strong departmental capability second to none.
Each of us will carry heavy responsibilities in whatever area we are
assigned. In the national area, the PI is responsible for responding
to intelligence community requirements (CIA included); whereas, in the
departmental area, his responses are in direct support of Agency analysts
from all fields of endeavor in CIA (NPIC included). Every effort must be
made to effect the closest possible working relationships and exchange of
data between the "national" PI and the "departmental" PI. []

25X1
25X1

GROUP 1
Excluded from automatic
downgrading and
declassification

SECRET

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25X1A

PID - 119/63
26 September 1963

MEMORANDUM FOR: Executive Director, NPIC
FROM: Chief, CIA/PID (NPIC)
SUBJECT: September Personnel Input from CIA/PID to PAG/NPIC
REFERENCE: CIA/PID - 72/63, dated 15 May 1963

25X1A 1. CIA/PID will assign [] additional photo interpreters to the
Photo Analysis Group (NPIC) as their second input to the National area
on 30 September 1963. Prior to this second input, a total of [] photo
25X1A interpreters have been assigned by CIA/PID to PAG. The first input of
[] PI's were assigned on 20 May 1963 and [] additional PI's were assigned
on 5 August 1963. With this second input of personnel the total number
25X1A assigned to PAG/NPIC will be []. In addition to the [] administra-
tive officers were assigned on 20 May 1963 for an overall total of []
CIA/PID personnel assigned to PAG to date.

25X1A

25X1A

25X1A

25X1A

2. The following named personnel will report to PAG/NPIC on
30 September 1963, to be assigned as indicated below. These persons will
serve a normal tour of 12 months at which time they will be subject to
rotation back to CIA/PID. Personnel wishing to extend for another 12-
month tour will be given every consideration as well as anyone requesting
transfer back to CIA/PID prior to completion of a normal tour. Provision
also exists for transfer to CIA personnel back to PID upon the request
of the Assistant for Photo Analysis in case of inadequate performance.
A 12-month tour will be dated from the time of assignment to PAG, and the
question of rotation back to PID or extension of tour in PAG will be
subject to review one month prior to the anniversary date of assignment
to PAG.

NAME	ASSIGNMENT	NAME	ASSIGNMENT

25X1A

*Temporarily assigned to GSD/WI but to be returned to STD/NEB as
soon as feasible.



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GROUP 1
Excluded from automatic
downgrading and
declassification

3. In addition to the above assignments, the following adjustments of previously assigned personnel will be accomplished:

25X1A

- a.  Reassign from CAD/USSR to STD/MEB as soon as feasible.
- b.  Reassign from CAD/USSR to STD/MEB.

ATTACHMENT:
Brief Resume

 25X1A

SECRET

Approved For Release 2002/06/14 : CIA-RDP81T00990R000100130002-7

PID - 24/64
10 February 1964

MEMORANDUM FOR: Executive Director/NPIC

FROM: Chief, CIA/PID (NPIC)

SUBJECT: Rotation of CIA/PID Personnel Assigned for Work in
NPIC/PAG

REFERENCE: (A) PID Memo CIA/PID-72/63, dated 15 May 1963 (Attached)

X1A 1. As directed, the following rotation of PID personnel to and from
X1A PAG is submitted for your consideration and approval. Of the [] personnel
25X1A assigned to PAG on 20 May 1963 [] will be rotated at this time. This will
include only [] supervisory personnel and [] working PI's. This
will leave in place until September 1964 or January 1965 [] of the original
25X1A [] supervisory personnel and [] PI's who have been in place in PAG since
September 1963, or longer.

2. The plan for rotation of PID personnel to and from NPIC/PAG remains
essentially the same as set forth in paragraph 1 of reference (A). At the
time of reference (A) the plan provided for an input of [] PID PI's to PAG
25X1A plus [] with the first input of [] PI's in May,
and a second input in September. Both of these commitments have been
25X1A realized, with a total of [] PID personnel currently in PAG. The third
25X1A input of [] PI's planned for January 1964 was not effected due to an under-
standing that additional PI's in PAG were not needed.

25X1A 3. The [] PID personnel assigned to PAG will be considered for rotation
after completing a minimum of 12 months of service in the national area. A
maximum of one-third of the PID input to PAG will be rotated in May, September
and January of each year. In order to facilitate the smooth movement of
personnel, it is recommended that those PID personnel holding supervisory
positions in PAG (from Deputy Assistant for Photo Analysis, down through
Deputy Branch Chief) should be rotated at the first of each rotation month
(May, September, January) and the non-supervisory PI's rotated at the end
of each rotation month. In this way the supervisory personnel are afforded
the opportunity of being in place before rotation of the non-supervisory
PI's.

25X1A
25X1A
25X1A
25X1A

25X1A
25X1A

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25X1A

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SECRET

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PID - 61/64
16 April 1964

MEMORANDUM FOR: Executive Director/NPIC
FROM: Chief, CIA/PID (NPIC)
SUBJECT: Rotation of CIA/PID Personnel Assigned to PAG
REFERENCES: (A) Memo to Executive Director from Chief, CIA/PID (NPIC)
PID-24/64 dated 10 February 1964
(B) Memo to Executive Director from Assistant for Photo Analysis
dated 9 April 1964

25X1A 1. In my memo of 10 February (ref. A) I pointed out that "of the [] personnel assigned to PAG on 20 May 1963 [] will be rotated at this time. This will include only [] supervisory personnel and [] of the working PI's. This will leave in place until September 1964 or January 1965 [] of the original [] supervisory personnel and [] PI's who have been in place since September 1963, or longer."

25X1A
25X1A
25X1A
25X1A
25X1A

25X1A 2. Reference B cancels out the only [] supervisory personnel I had proposed to move at this time and [] working PI's.

25X1A
25X1A

3. At the time reference A was prepared we again bent over backwards trying to be as reasonable as possible so as to effect rotation with the least possible disruption of PAG operations.

4. There are at least three possible solutions:

25X1A A. [] could indicate [] other supervisory personnel (PID) who could be rotated in place of []

25X1A
25X1A

25X1A

B. A compromise could be reached on [] memo (ref. B).

25X1A

C. Ref. A could be unaltered and rotation effected as planned.

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declassification

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5. Although I would prefer having reference A inacted as planned, I am willing to suggest a compromise as follows:

25X1A
25X1A

A. Rotate [redacted] as planned, as well as [redacted]

25X1A

25X1A

B. Extend [redacted] until 30 July or until the [redacted] project is completed, whichever occurs first.

25X1A

6. I feel that I may be permitted the expression of a shade of resentment over what I consider uncalled for questioning of PID's motives or capabilities in attempting to support PAC. I sincerely believe that PID has supplied the majority of the best qualified personnel in PAC and that PID will take pride in continuing to support the national effort to the hilt.

25X1

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

SECRET

NPIC/D-75-64
29 April 1964

MEMORANDUM FOR: Assistant for Photographic Analysis, NPIC
SUBJECT: Rotation of CIA/PID Personnel Assigned to PAG

25X1A 1. Pursuant to our recent discussion of the rotation of CIA/PID personnel assigned to PAG, this is to confirm my position that CIA's planned rotation should go forward with a minimum of interference. I have discussed the matter with Mr. [redacted] and an exception has been agreed to in that [redacted] may be extended to 30 July 1964 pending the completion of crash projects for which he is responsible. 25X1A

2. I expect that both you and [redacted] will be quite flexible in your handling of [redacted] I know you agree with me that both of these men are exceptionally capable and responsible and that they may be depended upon to handle their exchange of responsibilities with a minimum of disruption to PAG and PID. 25X1A 25X1A

[redacted]
Executive Director, NPIC 25X1A

Distribution:

Orig - Addressee
1 - Ch/PID
2 - NPIC/OD

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PID - 143/64
31 August 1964

MEMORANDUM FOR: Executive Director/NPIC
FROM: Chief, CIA/PID (NPIC)
SUBJECT: Rotation of CIA/PID Personnel Assigned for work in.
NPIC/PAG

25X1A 1. As directed, the following rotation of PID personnel to and from
25X1A PAG is submitted for your consideration and approval. A total of [] will
25X1A be returned to PID, with [] moving to PAG, and one man being extended in
PAG per his request. This will increase PID's input to PAG by [] It should
also be noted that only [] supervisory personnel will be moved, namely one
deputy division chief, and [] deputy branch chiefs, which should offer
minimum disruption of work in the PAG area. Of the original [] supervisory
personnel ordered to PAG in May 1963, [] will remain namely, []
[] Also as directed, supervisory personnel will
rotate prior to rotation of the non-supervisory personnel, in order to
expedite a smoother turnover.

25X1A 2. The plan for rotation of PID personnel to and from NPIC/PAG remains
essentially the same as set forth in PID memo 72/63, dated 15 May 1963.
Personnel wishing to extend for another twelve-month period will be given
every consideration as well as anyone requesting transfer back to PID prior
to completion of a normal tour. Provision also exists for the Assistant
for Photo Analysis/NPIC to request transfer of CIA personnel back to PID
in case of inadequate performance. CIA/PID prefers to correct personnel
problems in-house rather than permitting a personnel problem to interfere
with production in PAG.

3. With the current September 1964 rotation period at hand it is
proposed to rotate personnel as follows:

2.1
Supervisory Personnel - 8 September

Return to PID - Billet

Move to PAG - Billet

GROUP 1
Excluded from automatic
downgrading and
declassification

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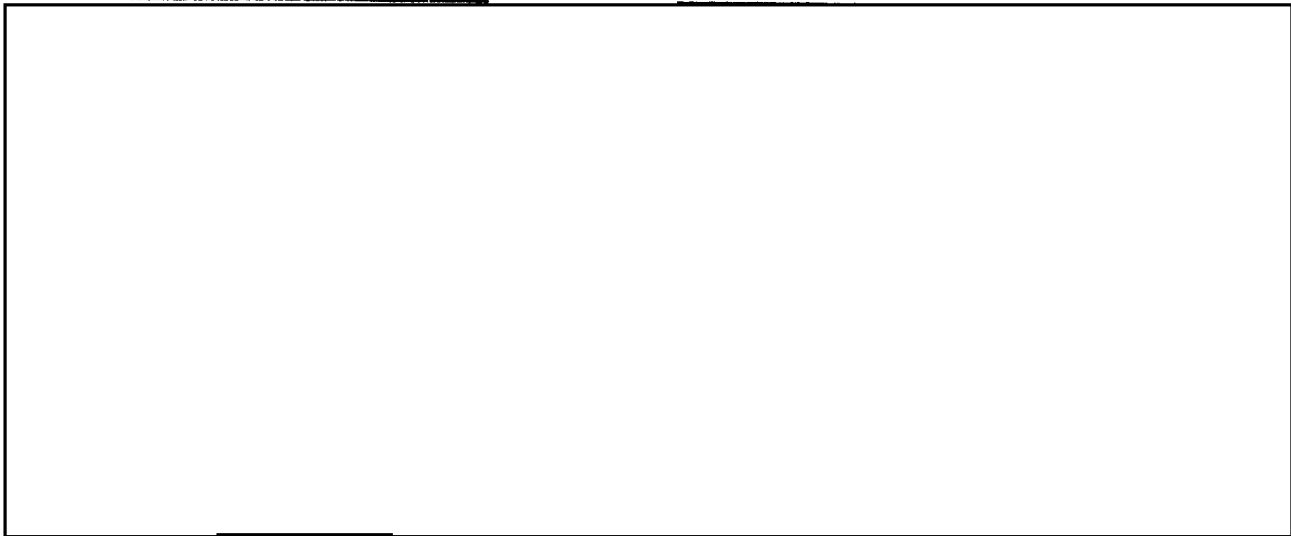
5 October

Non-Supervisory Personnel - 28 September

X1A

Return to PID - Billet

Move to PAG - Billet



X1A

NOTE: [redacted] is being extended per his request and will move from GMD to STD/MEB/Electronics Section.

25X1A

[redacted] will be moved by PAG from STD/MEB/IR-MRBM Section to STD/MEB/SAM Section.

25X1A

* Due to [redacted] attendance at Mid-Career Course, [redacted] will not move to PAG until 2 November with [redacted] returning to PID on 5 October.

25X1A
25X1A

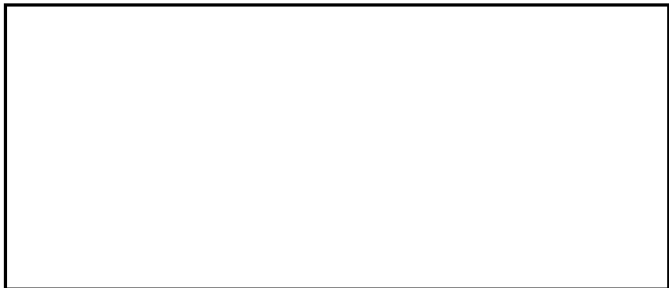
25X1A

** [redacted] resigning to enter employment with ITEK.

4. It is understood that the above list will stand unless changes are justified to you and receive your approval. Coordination was effected with PAG personnel, including [redacted]

25X1A

25X1A



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ILLEGIB

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Non-SUPERVISORY PERSONNEL - 30 November

Return to PID - Billet

Move to PAG - Billet

25X1A



4. It is understood that the above list will stand unless changes are justified to you and receive your approval. In the future rotation will be effected every six months with rotation occurring in November and May.



25X1A

Distribution:

Orig & 1 - Addressee

1 - PAG

4 - PID

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NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER

NPIC NOTICE
No. 20-17-1

PERSONNEL
15 October 1964

ASSIGNMENT OF CIA PHOTO INTERPRETERS TO THE PHOTO ANALYSIS GROUP, NPIC

1. Effective immediately, the normal tour of duty for CIA photo interpreters assigned to the Photo Analysis Group, NPIC, will be for a period of two years. This extension of the previously established one-year tour has been judged reasonable and desirable by CIA and NPIC in a mutual effort to minimize the disruption occasioned by personnel transfers and is in keeping with duty tour principles sponsored by both CIA and various components of the Department of Defense.

2. It is anticipated that various administrative considerations, particularly those involving career development and training activities sponsored by the parent organization, may be just cause for altering normal two-year duty tours. The Director, NPIC, will approve tour extensions and restrictions to the extent that the reasons underlying the changes are warranted and the actions are not unduly prejudicial to the effective management of the Photo Analysis Group.

3. NPIC is currently conferring with CIA and DIA representatives concerning staffing patterns and procedures which reasonably support NPIC operational and management objectives and do not unduly detract from departmental activities of the parent Agencies.

25X1



Executive Director

Distribution: No. 1
Division and Staff Chiefs
Ten--CIA/PID
Ten--PAG

SECRET